

## INVESTING IN TRAINING DRIVES BUSINESS GROWTH

Companies with fewer than **100 EMPLOYEES** gave only **12 MINUTES OF MANAGER TRAINING** every six months



Organizations with **100 – 500 EMPLOYEES** provided just **6 MINUTES!**

- HR Professionals Magazine

### Middlesex University

found that from a 4,300 sample, **74%** felt that they weren't achieving their full potential at work *due to lack of development opportunities.*



The same research showed that **56%** of HR Managers considered *training and development to be an essential business enabler.*



### Invest in Onboarding Early On



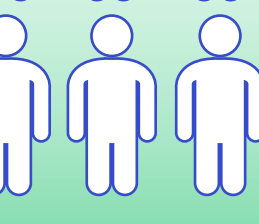
PwC estimates that the cost of losing an employee in the first year can be up to **three times the person's salary.**



That's a loss of **£42bn** in the UK alone.



### Make Retaining Your Employees a Priority

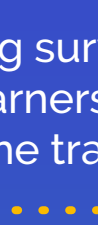


**7/10** respondents said that *job-related training and development opportunities* directly influence their decision to stay with a company  
- CED Magazine.



### Increase Learning Transfer

A 24X7 Learning survey revealed that only **12%** of learners say they *apply the skills* from the training they receive to their job



Are their needs being mapped effectively?

### Take Learner Needs into Consideration

One study showed only **38%** of managers believe that their learning programs *meet their learner's needs.*

-Kasperspiro.com



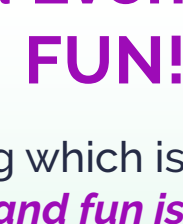
### Make Workplace Training More Engaging...

**1/3** of employees say uninspiring content is a barrier to their learning.



### ...And Even FUN!

Training which is *engaging and fun is more effective*, translating into less money spent on retraining.



### Ineffective Training Costs Money



Given the statistics above, what is the **total loss** to a business from *ineffective training?*

It's a staggering: **£10.3m** per year, per 1,000 employees



On-line

Classroom

### Online vs Classroom based learning



**e-learning** typically takes **40% to 60%** less employee time than *classroom based training*

- The Research Institute of America



**eLearning** increases retention rates by **25% to 60%** vs retention rates of *face-to-face training* of 8% to 10%

- Brandon-Hall Study



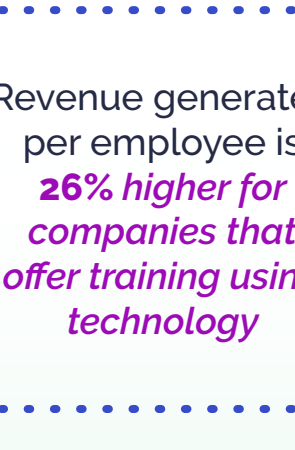
**42%** of companies say that elearning has led to an increase in revenue.

-The Ambient Insight 2012-2017 Worldwide Mobile Learning Market - Executive Report

Every dollar invested in online training results in **\$30 in productivity**

*How?* Employees resume their work faster and apply their skills immediately

- IBM

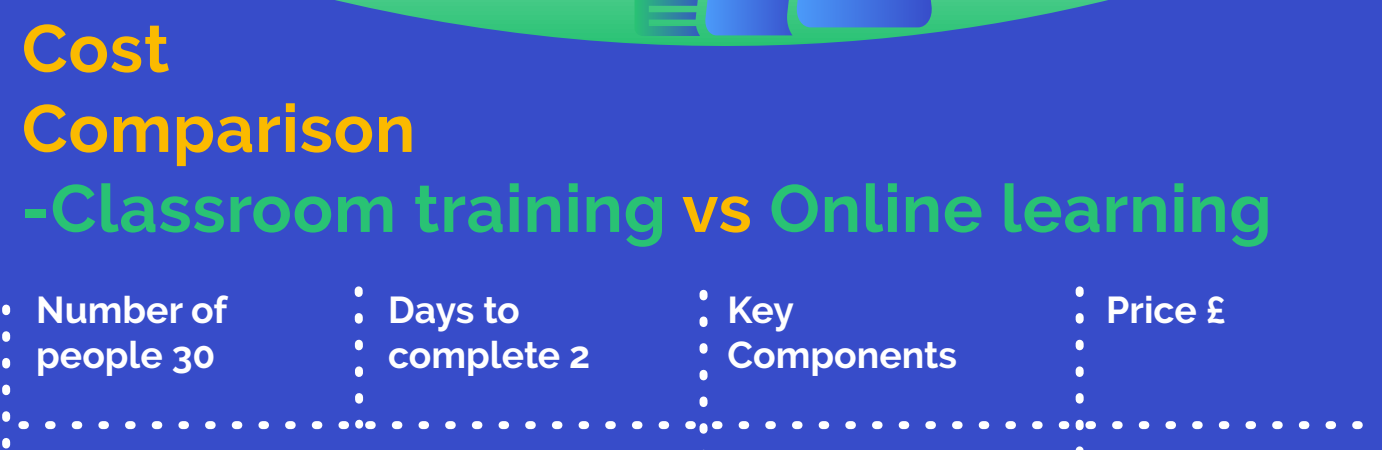


**72%** of organisations believe that eLearning helps increase their *competitive edge*  
-CertifyMe.net

*eLearning is one of the fastest growing industries*, and it continues to grow rapidly. Since the year 2000, the market growth rate has been around **900%**

Revenue generated per employee is **26% higher** for *companies that offer training using technology*

### And what about the environment?



### Cost Comparison

#### -Classroom training vs Online learning

Number of people 30	Days to complete 2	Key Components	Price £
Cost per learner £		Lost working hours	48,000
year 1	2,840	Course development	30,000
year 2	2,840	Trainer cost	3,600
year 3	2,840	Room hire catering	800
		Equipment provisions	300
		Travel expenses	700
		Accommodation	1,800
		<b>Total</b>	<b>85,200</b>

Classroom

Number of people - 30	Days to complete - 1	Key Components	Price £
Cost per learner £		Lost working hours	24,000
Year 1	2,066	LMS system set up and build	6,000
Year 2	1,866	Course development	25,000
Year 3	1,866	Trainer in LMS	1,000
		Hosting licence fee services	6,000
		Equipment provisions	0
		Travel expenses	0
		Accommodation	0
		<b>Total</b>	<b>62,000</b>

On-line

Amount saved using LMS over 3 years = **£81,600**



Learning occurs **50%** faster online than in classroom



Online training can save up to **50%** compared to trainer led education



£

BENEFITS



- Train anywhere
- Train anytime
- All information in one place
- Self-paced
- Consistent delivery

- More cost effective
- Less environmental impact
- Less time away from job
- Can be delivered in bite sized chunks
- Can be repeated as often as needed



If you would like any help with developing your elearning training and delivery, *please get in touch.*

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